

The McWane Way

Summer 2023

A NOTE FROM CHAIRMAN C. PHILLIP MCWANE



Leadership Development. These two words cover a lot of ground. We are all involved in leadership, even if it is only ourselves that we lead. I am currently in a leadership development class of almost a dozen team members. Some would ask why, at 65 years old and over 40 years with the company, I would need to take a leadership development class (The McWane Way with Ken Chapman & Associates). The reason is that the topics covered help

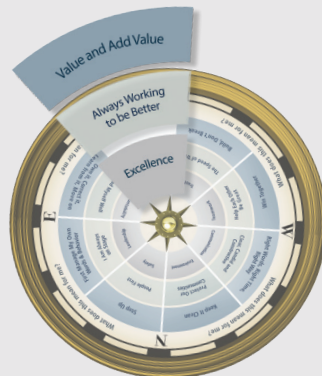
me understand myself and those around me more deeply. The class helps me with everyday events in a more thoughtful and more positive way. The strategies I've learned halfway through provide a structure of understanding for why people do what they do and how to interact for a more professional outcome.

If you have an opportunity to participate in a Leadership Development program, I

hope you will consider it. You will meet people you know and/or work with in a new light. And I guarantee you will learn something about yourself and others.

Thanks!

McWANE CONTINUES PURSUIT OF EHS EXCELLENCE



While a rigorous EHS management system is crucial to building and growing a sustainable business, achieving and maintaining environmental, health and safety (EHS) excellence are equally important and require a process of continuous improvement.

We are proud to recognize the McWane EHS award recipients that achieved and maintained the highest standards in 2022.

EHS Excellence (Screaming Eagle):

M&H Valve Company (Anniston, AL) is the winner of this highly coveted award! M&H Valve is a leader in integrating The McWane Way principles and values into their everyday business, which has helped enhance their safety and environmental performance through individual ownership. The entire M&H Valve team has worked diligently to achieve EHS excellence by prioritizing initiatives with meaningful impact.

Outstanding Health & Safety Performance – Fabrication:

Manchester Tank (Quincy, IL) is the recipient of the Outstanding Health and Safety Performance award in the metal fabrication category. Manchester Tank Quincy (MTQ) is a leader in injury prevention with increased hazard recognition and near miss reporting. The MTQ team works hard to learn from each event that occurs, whether it is a near miss or an injury.

Outstanding Health & Safety Performance – Foundry:

McWane Ductile (Provo, UT) is the recipient of the Outstanding Health and Safety Performance award in the foundry category. McWane Ductile Utah (MDU) is a leader in one-to-one personal safety conversations that are completed each day. Keeping people first is top of mind when it comes to safety at MDU. The combination of management commitment and team member involvement is the foundation for

their strong overall health and safety performance. The MDU facility maintains the OSHA VPP Star designation.

Exemplary Health & Safety Progress:

McWane Plant & Industrial (Exeter, CA) (formerly Waterman) made significant strides in health and safety performance by focusing attention and resources on people first. The focus increased overall ownership of safety compliance which resulted in a decrease in hazards at the location. The team took top honors in the 2022 McWane Ergo Cup competition and at the 2023 National Applied Ergonomics competition. Their project illustrated The McWane Way principle of Excellence recognizing that the people closest to the work oftentimes have the best solutions.

Top Quartile Club:

Amerex (Trussville, AL), Clow Canada (Saint John, New Brunswick, Canada), Clow Valve-Foundry (Oskaloosa, IA), McWane India Private Limited (Sri City, India), McWane India Private Limited (Coimbatore, India), McWane Ductile (Phillipsburg, NJ), McWane Plant & Industrial (Calera, AL), McWane Plant & Industrial (Houston, TX), McWane Plant & Industrial (Louisville, KY), McWane Plant & Industrial (Wethersfield, CT), M&H Valve Company (Anniston, AL), Tyler Union (Anniston, AL); Tyler Union (Oxford, AL)

Outstanding Environmental Performance – Fabrication:

Manchester Tank (Crossville, TN) has a very high level of management commitment to achieving environmental excellence which is recognized by industry peers and government officials.

Outstanding Environmental Performance – Foundry:

Bibby-Ste-Croix's (Ste-Croix, Quebec, Canada) outstanding environmental performance is a result of a high level of management commitment coupled with the facility-wide adoption of The McWane Way principles and values. The Bibby Ste-Croix team won the 2022 McWane Pollution Prevention Challenge with a clean vegetative filtration project that addressed runoff from the snow deposit area.

Outstanding Environmental Progress – Fabrication:

McWane Plant & Industrial (Calera, AL) (formerly Alabama Dynamics) made significant strides in environmental progress by focusing attention and resources on environmental compliance and adopting the McWane Environmental Management System.

Congratulations to the 2022 McWane EHS award winners!

FIRST TIME'S THE CHARM FOR McWANE PLANT & INDUSTRIAL TEAM

EARNs TOP HONORS AT NATIONAL ERGO CUP COMPETITION

The McWane Plant & Industrial team from Exeter, CA (MPI) won top honors in their first appearance at the National Ergo Cup Competition in the Workplace Solutions-Other category. This category includes projects solving non-standard issues such as awkward posture or hand-intensive work. The team's innovative project reduced the physical risk of back and shoulder pain by an impressive 95% and reduced setup time, weld time and staffing requirements.

Manufacturing Engineer Jasmin Cisneros, Special Projects Manager Dan Eggleston, Senior Designer Loudvig Berberian, Project Manager David Francis and Lead Machine Operator of Pipe Fab Operation Jacob Gonzales were the masterminds behind the winning project. They faced fierce international competitors from Cintas, GE Aviation, Honda of Canada, John Deere, Lockheed Martin and Toyota. The projects were judged by a prestigious panel of ergo practitioners representing organizations including UConn Health, 3M, Ohio State University, Amazon, Cargill, Lockheed Martin and Liberty Mutual Insurance.



Pictured from left to right: Dan Eggleston, Loudvig Berberian, Jasmin Cisneros and David Francis

The team was one of two teams to represent McWane at this year's competition. Clow Valve, a 2009 National Ergo Cup Winner, presented their Pattern Picker, a motorized tool to pick up patterns from the rack and move them safely to the pattern table without manual lifting.

"WINNING AN ERGO CUP AS A FIRST-TIME ATTENDEE OF THE CONFERENCE SPEAKS VOLUMES TO HOW COMPELLING THE MPI TEAM'S PROJECT WAS," CORPORATE IH MANAGER JARED SMITH SAID. "HELPING JUDGES TO SEE HOW THEIR PATTERN PICKER IMPROVED SAFETY INSIDE AND OUTSIDE OF WORK WAS IMPACTFUL IN DEMONSTRATING THE IMPORTANCE OF THIS SOLUTION."



Pictured from left to right: Dan Eggleston, Joe Young, Jake Van Polen, Jasmin Cisneros, Jeff Beuthien, Richard Thompson, Tony Ingle, Mitzi Fisch, Chriss Suddeth, Loudvig Berberian and David Francis

In addition to the Ergo Cup, the two teams attended several multidisciplinary educational sessions throughout the three-day conference.

"I enjoyed networking with other companies to gain insight on ways to improve on our current processes," Nurse Administrator/Work Comp Administrator Mitzi Fisch said. "I loved being able to interact with the different competitors to hear their stories on their projects, very insightful. I also enjoyed the keynote speakers, from discussing how they got into Ergonomics to how they continue to learn and grow."

As a first-time conference attendee, Jasmin Cisneros took away insights as she builds her long-term career.

"Lashawn Boulware's keynote speech on making sure you live and make decisions with a purpose whether, it's in your career or personal life, was very inspiring," she said. "I'm still in the early stages of my career and her advice is something I will take with me as I progress."

MANAGEMENT MEETS TO SET AND DEFINE 2023 GOALS

During the first quarter, the McWane management team came together to plan and define our goals for 2023. These meetings are vitally important to establish a clear direction for the team.



Pictured left to right: Rick Benoit, Rick Tatman, Tommy Braxton, Mike Dodge, Joe Holzbauer, Kevin McCarthy, Nate Pizzini, Keith Mallett, Charlie Hartman, Pierre Garneau, Phillip McWane, Jeff Otterstedt, Lynn Lovelady, Jeet Radia, Tom Leonard, Will McWane, Chris Peeler, Tony Orlovski, Jon Pollard, Harrison Bishop, Olivier Marietta, Kevin Bense, Michael Gaston, Kirk Petty, Jared Ellison, Arne Feyling, Tom Crawford, Sterling Bowman, Mark Willett, Jim Proctor, Mickey Hannum

CLOW CANADA LAUDED WITH SAFETY STAR AWARD AFTER HIGHLIGHTING THE McWANE WAY TRANSFORMATION

While drafting Clow Canada's nomination for the WorkSafeNB Safety Star Award, an honor bestowed upon individuals and organizations for their initiative, hard work and profound effect on health and safety in the New Brunswick province, EHS Co-Coordinator Craig Silliphant took time to reflect on his personal tenure with the company.

Craig, who previously served as an environmental coordinator from 2005-2011, rejoined the team in 2021 and noticed a significant culture shift. He attributed the positive evolution to one notable change during his absence — The McWane Way.

"There is a real sense of team and inclusion at all levels, no matter what your role is," he said. "This is the result of years of effort on the part of management to tear down the old divides. The biggest key to this success is the implementation of and commitment to The McWane Way. It is helping the safety culture move beyond compliance through greater teamwork and ownership at all levels."

At Clow Canada, all team members receive The McWane Way training. The McWane Way principles are reinforced through regularly scheduled sessions, including leadership training and weekly toolbox talks covering a

wide range of safety and operational topics. Beyond safety in the workplace, leadership takes the extra step to emphasize safety at home as well. Team members are equipped with multiple items to assist with protection at home or during non-work-related activities, including custom ear plugs, safety glasses, gloves and an annual boot allowance with ergonomic comfort insoles. Additionally, home safety is considered when purchasing appreciative items for employees. For example, all team members were gifted a fire extinguisher for the homes.

"Ultimately, the eight guiding principles ensure higher levels of safety

and environmental performance in all our operations," Craig said. "It has improved internal communications, relationships, and work performance at all levels of our organization and has become a fundamental part of our Health and Safety culture."

Craig's testimony helped showcase how deserving Clow Canada was of being lauded as a health and safety champion. Presented by the organization that oversees the implementation and application of New Brunswick's safety and workers' compensation acts, the award highlights those who create and nurture a collaborative safety culture.

P2C RESTRUCTURES AS "KEEP IT CLEAN" CHALLENGE WITH MORE CHANCES TO WIN



HOW MUCH IS AN IDEA REALLY WORTH? IT'S WORTH A LOT!

The McWane Environmental Group established the Pollution Prevention Challenge (P2C) in 2011, challenging teams across the McWane family of companies to look for ways to prevent pollution by eliminating, reducing, recycling or reusing materials and natural resources while focusing on four factors — innovation, simplicity, cost savings and environmental benefits.

Over the last 12 years, P2C projects have significantly reduced potential waste and pollutants from the environment and generated millions of dollars in company-wide savings. More importantly, it changed the way we think and increased and improved our efforts toward sustainability and environmental stewardship.

It's time to take pollution prevention to the next level with a new 3-phase competition, "Keep It Clean Challenge" (KICC):

Phase 1 – Identification

- Starts March 15 and ends May 15 each year.
- Team may consist of an individual or up to 2 members.
- An individual or team will submit a pollution prevention idea describing the project and its environmental benefits.
- Basic description of the project, including the environmental benefits regarding air emissions, waste reduction, source reduction, energy efficiencies, decreased toxicity, water quality, etc.
- Each team member will receive \$50.

Phase 2 – Proof of Concept

- Starts May 16 and ends August 15.
- Team may consist of up to 4 members.
- The team will develop the proof of concept providing quantitative environmental benefits and cost saving estimates for the submitted project.
- Environmental benefits will include emission reductions, waste reductions, water quality improvements, energy efficiencies, source reduction and natural resource conservation.
- Each team member will receive \$100

Phase 3 – Challenge Entry

- Starts August 17 and ends October 17.
- Team may consist of up to 8 members.
- The team will prepare and submit the supporting data for the idea in a presentation in the annual KICC.
- The presentation will cover the environmental benefits, cost savings, simplicity and innovation, where applicable.
- Each team member will receive \$200

Annual "Keep It Clean" Challenge

- The annual live presentations will take place between October 18 and November 15.
- Awards will be issued for the following:
 - 1st - \$1,000 per team member
 - 2nd - \$500 per team member
 - 3rd - \$250 per team member
- Other potential awards:
 - "Why Didn't I Think of That" - \$100 per team member
 - "E2" Energy Efficiency - \$100 per team member
 - "CopyCat" - \$100 per team member
- Independent judges

McWANE SCHOLARSHIP PROGRAM RECIPIENTS RECOGNIZED

Since its establishment in 2005, the scholarship program at McWane has awarded 160 scholarships amounting to \$1,280,000 to dependents of McWane team members. We take great pride in helping our employees provide a better tomorrow for their home team.

We are pleased to recognize the 10 recipients of the 2023 McWane scholarship:

CARLO ALVAREZ

Parent: Sergio Alvarez
Tyler Union

CAROLINE KOPECKY

Parent: Kenneth Kopecky
Corporate

CHRISTIAN ALVAREZ

Parent: Sergio Alvarez
Tyler Union

DANIELLE PUCKETT

Parent: David Puckett
Tyler Pipe

JERICA CLARK

Parent: Jeremy Clark
Manchester Tank, Crossville

KRISTEN WILLIAMS

Parent: Kenneth Lee
Tyler Pipe



Pictured: Ward Pate and his daughter Mary, a 2023 McWane Scholarship recipient.

LIGIA MARCIA

Parent: Jorge Marcia
MPI, Houston, TX

MARY PATE

Parent: Ward Pate
Corporate

SLATER SAMPSEL

Parent: Neil Samsel
McWane Ductile Ohio

SOPHIA YOUNG

Parent: Joe Young
Clow Valve

**2024 APPLICATION
SUBMISSIONS WILL
OPEN IN DECEMBER**

McWane is also awarding a \$2,000 skilled trades scholarship to 22 recipients who plan to attend trade/technical schools. Since the McWane Skilled Trades Program Scholarship launched in 2022, 43 scholarships have been awarded.

We wish the scholarship winners the best of luck as they pursue higher education.



For Generations

At McWane, we value and encourage courageous leadership. Regardless of our positions or jobs, we all have opportunities to lead. When we lead ourselves well, we have the potential to influence others in positive ways.